



Diversity and inclusivity
IN THE CLASSROOM

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TODAY'S TOPICS

DIVERSITY IN OUR DAILY TEACHING

HOW TO ADAPT OUR LANGUAGE AND AVOID LANGUAGE BIAS

MATERIALS: HOW TO FIND AND REFINE IT



THE 2 SYSTEMS



READINGGRAPHICS
ACTIONABLE INSIGHTS IN ONE PAGE

System 1 (Fast Thinking)

Continuously scans
our environment.



Fast but error-prone



Works automatically
& effortlessly via
shortcuts, impulses
and intuition.



System 2 (Slow Thinking)

Used for specific
problems, **only if**
necessary



Takes effort to analyze,
reason, solve complex
problems, **exercise**
self-control



Slow but reliable



SLOW YOUR THOUGHT PROCESS



Fast thinking

- **Stereo-typing**
- **Lack of consideration**
- **Ingroup bias**
- **Complexity ignorance**
- **Limited reflection**

Slow thinking

- **Reducing bias**
- **Building empathy**
- **Enhancing communication**
- **Creating authentic connections**
- **Promoting inclusivity**
- **Avoiding misjudgements**
- **Facilitation learning and growth**



**Look at this object
and share your
thoughts.**

DESCRIPTION

INTERPRETATION

EVALUATION



Social Identity Theory (Tajfel and Turner)

Idea that our perception of ourselves, other and our self esteem roots from the groups we belong to/associate with.

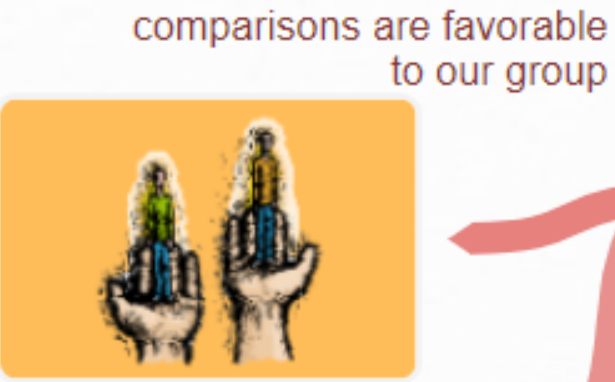
need for social acceptance + positive self esteem

similar to the groups we associate with -> source of pride and self esteem

group is good = high self esteem or group is bad = low self esteem



In order to increase self esteem we discriminate and create prejudice against groups that are different from ours.
in more extreme cases this stereotyping can turn into racism/homophobia/islamophobia



comparisons are favorable to our group
remember more positive things about our own group, look for errors in rivals

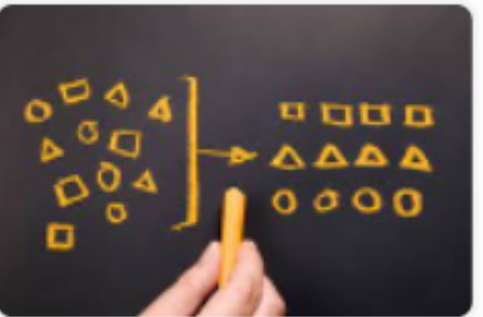
Social Comparison - compare our group to others

Social Categorisation - categorize people based on similar characteristics

defines how one must act (behavior)

may give some groups a stronger feeling of power

by knowing categories we understand things about ourselves and others



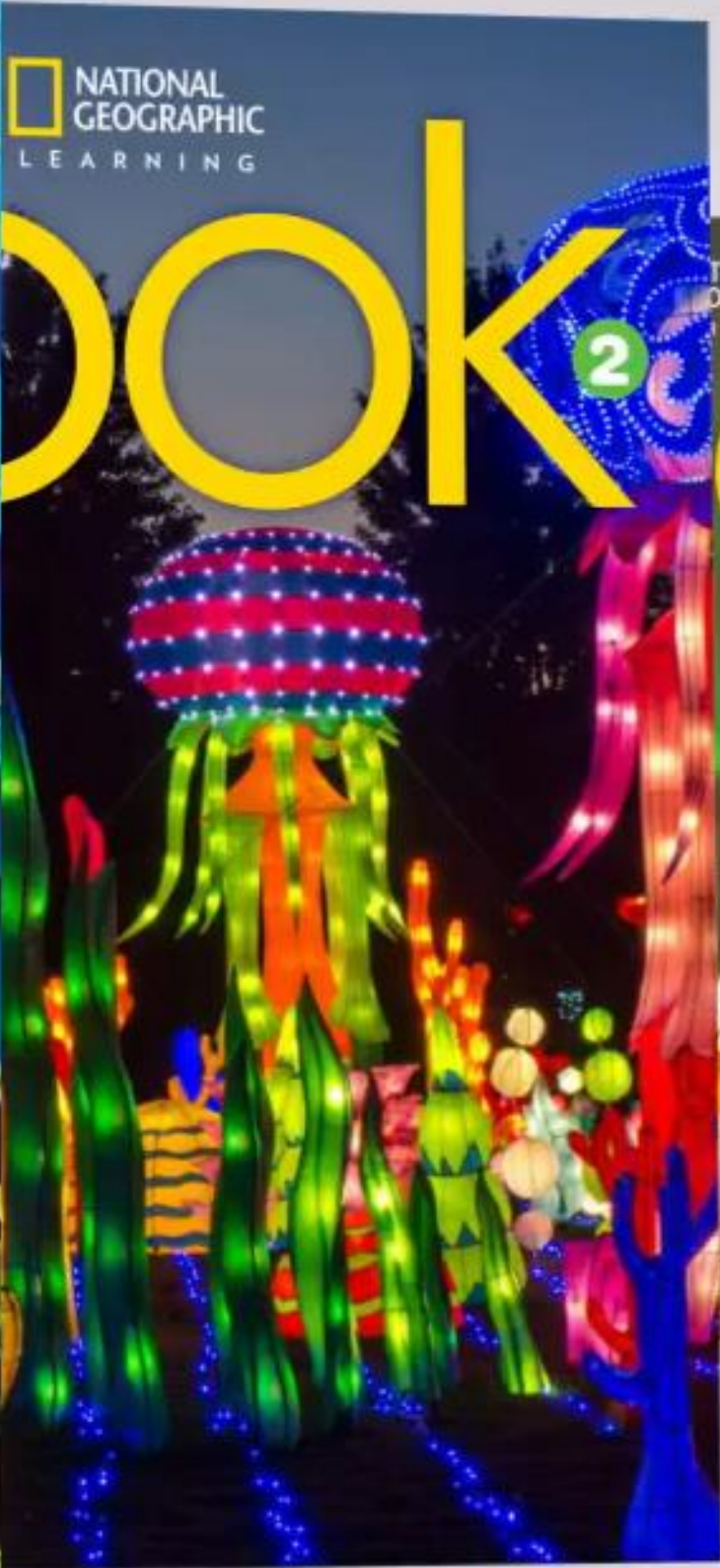
adopt the values and beliefs of the group even when we might not completely agree

we act in ways that others in the group act

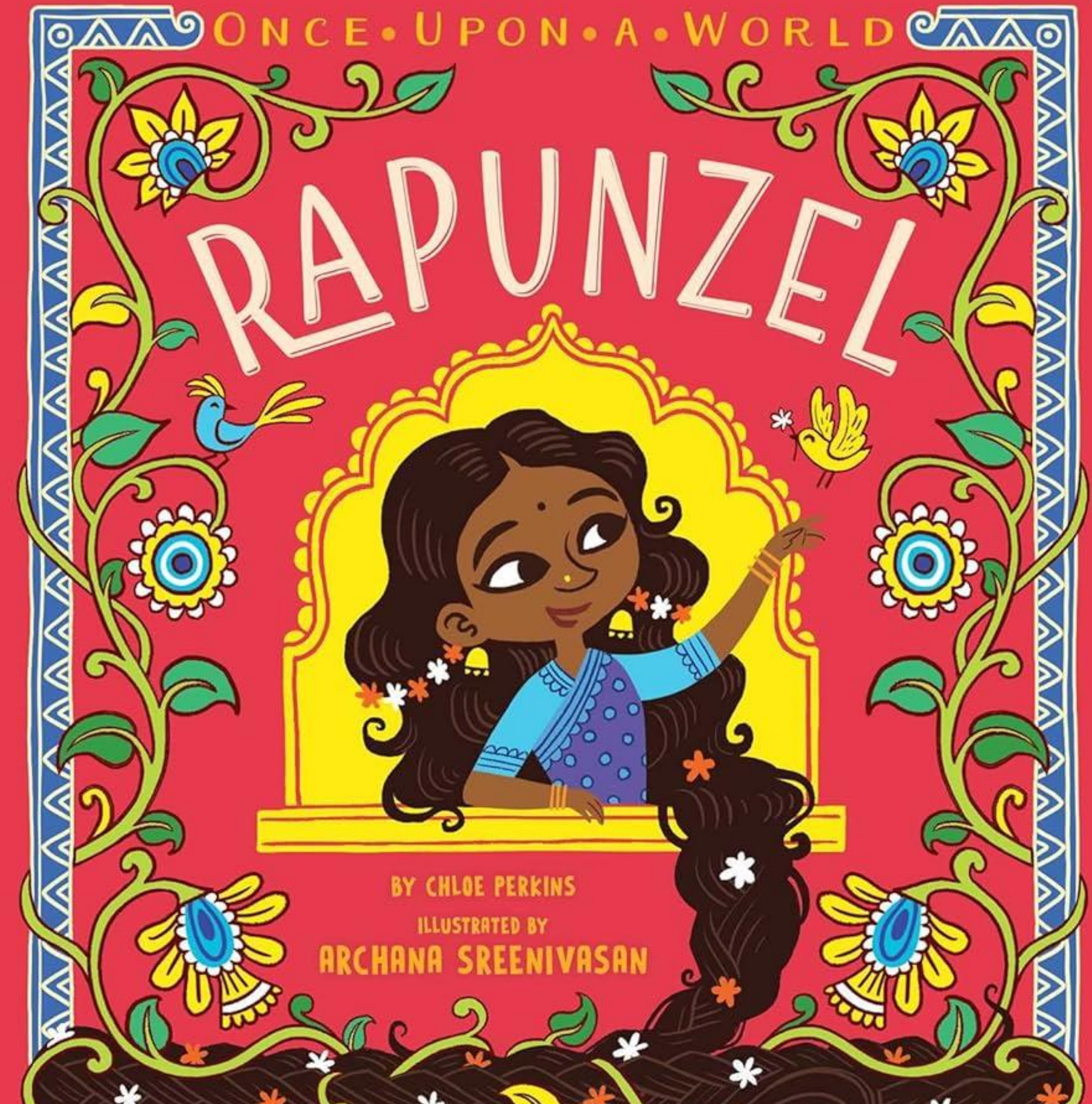
Social Identification - we adopt an identity based on the groups we belong to

MATERIALS

- WHERE TO FIND MATERIALS AND HOW DO YOU KNOW IF IT IS SUITABLE?
- [WHAT DO WE USE AT OPO HOF VAN TWENTE FOR OUR ENGLISH LESSONS AND WHY](#)



Rapunzel



Cinderella



Moral of the story

“Even in the darkest of times, there is always hope for a brighter future.”





DIVERSITY IN OUR DAILY TEACHING

HOW TO ADAPT OUR LANGUAGE AND AVOID LANGUAGE BIAS

Take a step back, become aware of our thoughts and slow our thought process to avoid (language) bias.

MATERIALS: HOW TO FIND AND REFINE IT

Materials can be found any where; the trick is how to use these materials. Be critical of the materials you use and make changes if necessary.

Reading: Dutch and English books

